

Message

From: Bryce Bartlett [/O=THEFACEBOOK/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=████████]
Sent: 7/29/2021 1:17:07 AM
To: ██████████@fb.com]; Bryce Bartlett [████████@fb.com]
Subject: Message summary [{"otherUserFbId":100010162124354,"threadFbId":null}]

Eden Esther ██████████ (7/28/2021 09:59:11 PDT):
>Hiii -- if we were to try to create a vision for what success would look like if we did bullying & harassment right at the company ... how would you describe it?

Bryce Jon Bartlett (7/28/2021 10:31:27 PDT):
>This is a really good question. Gathering my thoughts and will share.

Bryce Jon Bartlett (7/28/2021 12:49:31 PDT):
>I think there is a tradeoff in B&H with other values (like voice, creation, and community). I think that a successful vision is more about transparency, fairness, and balancing competing values than about eliminating B&H or offensive content. I don't think it's fair to look at B&H in isolation without thinking through tradeoffs and acknowledging the complexity. Very rough outline where I try to outline this - https://docs.google.com/document/d/1BEyrg4MQMDAJ_RikN_s1NY7wucS4P3vQyBkQd8Vxb10/edit?usp=sharing.

Eden Esther ██████████ (7/28/2021 12:51:30 PDT):
>This is helpful, thank you! Adding it to our running list of successes to consider. What do you think it would "feel" like in this world of success?

Bryce Jon Bartlett (7/28/2021 12:52:02 PDT):
>Feel like for a user?

Eden Esther ██████████ (7/28/2021 12:52:32 PDT):
>Yes, exactly

Bryce Jon Bartlett (7/28/2021 12:55:08 PDT):
>Riffing here - They would feel comfortable posting and communicating; they would feel like there were fair avenues for recourse if/when something bad happens.

Eden Esther ██████████ (7/28/2021 12:55:21 PDT):
>btw -- talking to some PMS about what they are working on ... and thought this was terrifying/fascinating: "Also a small clarification. Our team (Creator wellbeing) is also delivering changes/experiences on Live & Gaming side (and have taken specific goals on Live) - though we have held back on certain launches on gaming per request from the gaming team since certain behaviors are much more acceptable within the gaming context and we were seeing larger engagement drops there."

Bryce Jon Bartlett (7/28/2021 12:58:25 PDT):
>Interesting - very fascinating; I haven't chatted with people on the gaming side, but this is very similar in spirit to some other things I've seen; e.g. I went to the last CSER (internal) report - where I learned some teams have a "budget" for integrity regressions. I.e. over a half, they can launch products that regress integrity but not more than XX in aggregate over a half.

Eden Esther ██████████ (7/28/2021 18:17:07 PDT):
>@silent hiii just wanted to do a quick check in. We've had a big escalation happen on well-being/metaverse stuff and I need to attend a meeting during our well-being brainstorm slot. Do you 1) want to shorten your time to a half hour? 2) Take the full hour, but I'll only join for half. Totally up to you -- no offense will be taken on my end either way -- just wanted to give a heads up!

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